

EEO PUBLIC FILE REPORT
For the Period April 1, 2012 to March 31, 2013

This report covers the following employment unit:

COMCORP OF EL PASO

Call Sign: KTSM TV

Facility ID Number: #67760

Type of Station: Television

Location: El Paso, Texas

FULL-TIME POSITIONS FILLED

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
1. Producer	03/20/12	04/30/12
2. Producer	03/20/12	06/11/12
3. Sales Coordinator/Asst.	05/10/12	06/11/12
4. Anchor/Reporter	03/26/12	07/22/12
5. Anchor/PT	03/26/12	07/25/12
6. Accounting Assistant	06/08/12	07/23/12
7. Multimedia Journalist	07/16/12	09/24/12
8. Multimedia Journalist	07/16/12	09/20/12
9. MMJ /Producer	09/14/12	10/08/12
10. Multimedia Journalist	09/21/12	11/05/12
11. Production Assistant	10/17/12	11/06/12
12. Production Assistant	10/17/12	11/13/12
13. Account Executive	10/24/12	12/03/12
14. Account Executive	10/24/12	12/13/12
15. Master Control Operator	10/09/12	12/07/12
16. Promotions Manager	01/18/13	02/25/13

Recruitment Sources and how many interviewed for each source:

Total : 79

<u>Internal Referrals</u>	<u>El Paso, Texas</u>	<u>30</u>
<u>University of Texas at El Paso</u>	<u>El Paso, Texas</u>	<u>1</u>
<u>New Mexico State University</u>	<u>Las Cruces, New Mexico</u>	<u>0</u>
<u>Job Fair</u>	<u>El Paso, Texas</u>	<u>0</u>
<u>Texas Workforce Commission</u>	<u>El Paso, Texas</u>	<u>0</u>
<u>KTSM TV WEBSITE</u>	<u>KTSM.COM</u>	<u>40</u>
<u>TV JOB BANK</u>	<u>TV JOBS.COM</u>	<u>8</u>
<u>Medialine</u>	<u>Medialine.com</u>	<u>0</u>
<u>TV Advertising</u>		<u>0</u>

RECRUITMENT SOURCE UTILIZED TO FILL VACANCY

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>
1. Producer	Ktsm website
2. Producer	TV Jobs.com
3. Sales Coordinator/Assistant	Ktsm website
4. Anchor/Reporter	Ktsm website
5. Anchor / PT	Internal
6. Accounting Assistant	Internal
7. Multimedia Journalist	Internal
8. Multimedia Journalist	TV Jobs.com
9. Multimedia/Producer	Internal
10. Multimedia Journalist	Ktsm website
11. Production Assistant	Ktsm website
12. Production Assistant	Ktsm website
13. Account Executive	Internal
14. Account Executive	Internal
15. Master Control Operator	Ktsm website
16. Promotions Manager	Ktsm website

Recruitment Sources

During the previous twelve months, the following recruitment sources were contacted for vacancies for full-time positions opened. Those marked with an asterisk (*) are organizations that have requested notification of all full-time positions as these openings occurred.

- | | |
|---|---|
| <ul style="list-style-type: none"> • University of Texas at El Paso
500 W. University Ave. El Paso, Texas 79968 | Nick Zweig 915-747-8960
www.studentaffairs.utep.edu |
| <ul style="list-style-type: none"> • New Mexico State University
1780 E. University Avenue Las Cruces, NM 88003 | Roseanne Bensley 575-646-0111
www.careerservices.nmsu.edu |
| <ul style="list-style-type: none"> • El Paso Community College
919 Hunter Drive El Paso, Texas 79915 | Carla Cardoza 915-831-3722
www.epcc.edu/careerservices |
| <ul style="list-style-type: none"> • Texas Workforce Commission
221 N. Kansas St. El Paso, Texas 79901 | 915-772-2002
www.workintexas.com |
| <ul style="list-style-type: none"> • Upper Rio Grande @ Work Center
300 E. Main St. Ste.100 El Paso, Texas 79902 | Rafael Ramos 915-887-2617
www.urgwdb.org |
| <ul style="list-style-type: none"> • Tv Job Bank
P.O.Box 4116 Oceanside, CA. 92052 | Mark Holloway, CEO
Tvjobs.com 760-754-8177 |
| <ul style="list-style-type: none"> • Medialine
P.O. Box 51909 Pacific Grove, CA. 93950 | Mark Shilstone, Mgr.
Medialine.com 800-237-8073 |
| <ul style="list-style-type: none"> • SPOTS N DOTS (no add'l info available) | Spotsndots.com |

Recruitment Sources(continued)

- Ktsm TV website Ktsm.com
- 801 N. Oregon St. El Paso, Texas 79902 915-532-542
- People Tek Sandi Bellack 888-565-9555
Sr. Recruiter /HR
- TV Advertising On Air

Prong 3 Menu Options-Long-Term Initiatives

Date	Type of Initiative	Brief Description of Activity	Participant Title
2012-2013	Internship	The station has established an internship program for college students majoring in journalism, communications, promotions, electronic media and graphic design. Students receive credit through college applications—For 2012-2013, the station sponsored 20 interns.	Interns in
9/20/12	Career Expo	Station and employees participated in this job fair with University of Texas informed applicants about employment and accepted applications.	Lulu Quintana Business Manager
9/25/12	Workforce Job Fair	Station participated in job fair held by local Workforce Solutions. Employment opportunities were discussed and applications were accepted. Informed of our career section on website.	Lulu Quintana, Sergio Rodriguez, Raul Martinez, Gloria Ortiz, Clis Calleros
2/7/2013	University of Texas El Paso Job Fair	Station participated in a job fair held in conjunction with the University of Texas. Information regarding employment opportunities was distributed and employment applications were accepted.	Lulu Quintana Business Manager
3/26/2013	University of Texas El Paso Job Fair Internship and Part- Time Job Fair	Station participated in a job fair held in conjunction with the University of Texas to educate and encourage students to participate in the college's internship program in partnership with other companies.	Lulu Quintana Business Manager
12/13/12	El Paso Hispanic Chamber of Commerce	News Director made a presentation on managing employees and their various personalities.	Lauren Macias News Director
Ongoing	Training	Workshops were conducted in areas of producing, reporting and social media.	Trainers: Executive producers/mmjs and social media producer.

Are you or your organization responsible for job placements? Would you like to be notified of job vacancies at KTSM TV? For information call or write us at

COMCORP OF EL PASO
ATTN: HUMAN RESOURCE DEPT.
801 N. OREGON
EL PASO, TEXAS 79902
915-532-5421 ext.252

KTSM TV
Lulu Quintana, Business Manager
(915) 532-5421 ext. 252
lquintana@ktsm.com
March 31, 2013